

Welcome to the KCSO March '14 Deputy Information Session

- Please sign in. Paper on table to your right. Please print.
- Restrooms down hall to the right beyond the vending machines sign.
- There is free stuff—help yourself

King County Sheriff's Office



-internationally accredited law enforcement
agency

Deputy Dave Palus
Sound Transit PD & KCSO Recruiter

Who & Why?

Attended DIS before? Laterals?

About me

About you—are you a lifer (unlike me)?

Already tested?

Oral Boards – 3rd week of March

Law Enforcement vs. KCSO specifically

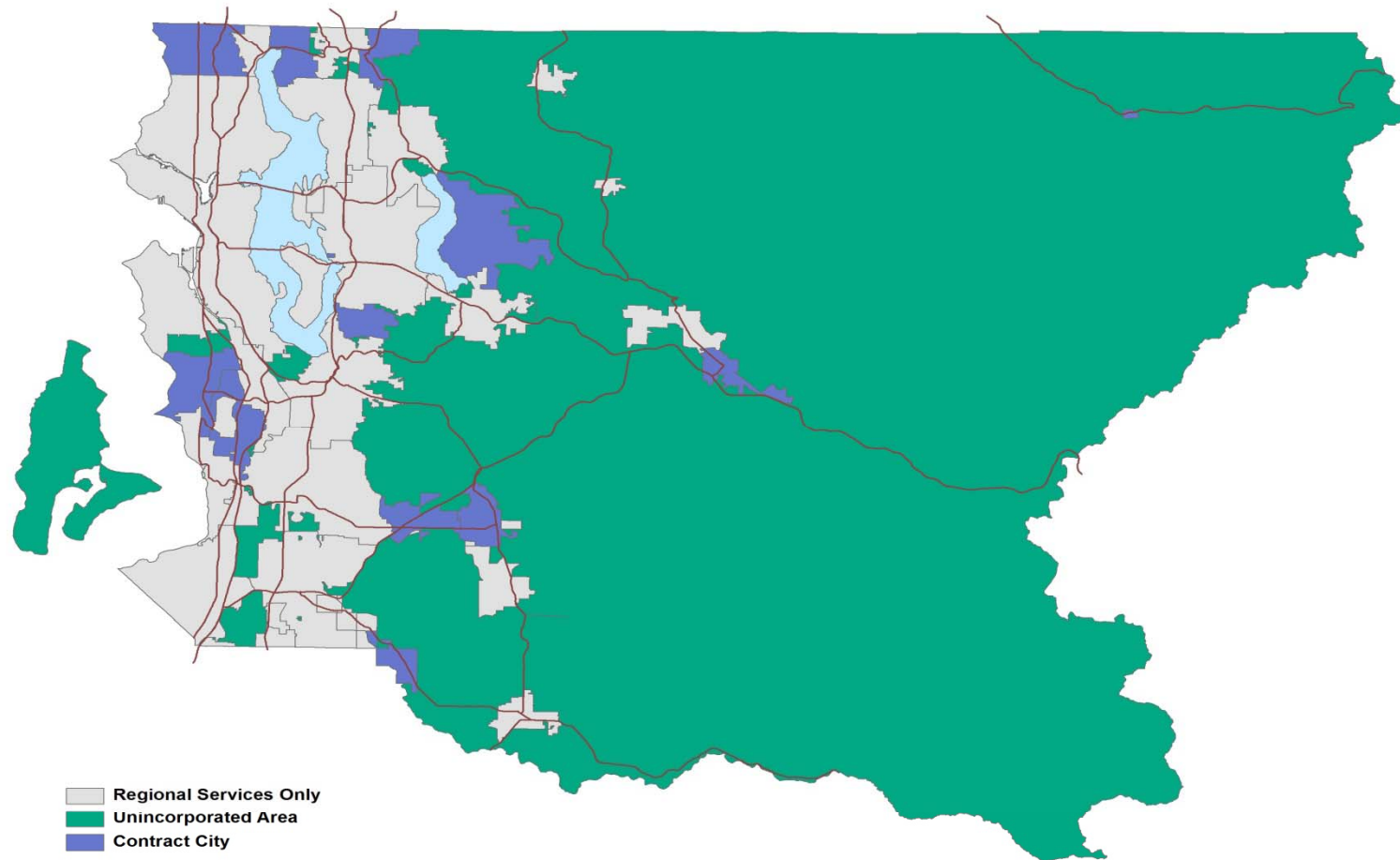
KCSO: A Full Service Law Enforcement Agency

- 1,070 employees serving 2,100 sq. miles
 - 3rd largest agency/14th largest county in nation (pop)--twice as large as the average county in the USA ~ 2 million people
- Emergency & non-emergency patrol response
- Proactive patrol
- Investigation Units
- Specialized Units
- Civil Processes throughout the County
- Regional Services: AFIS, Guardian 1, Search & Rescue
- No required jail service

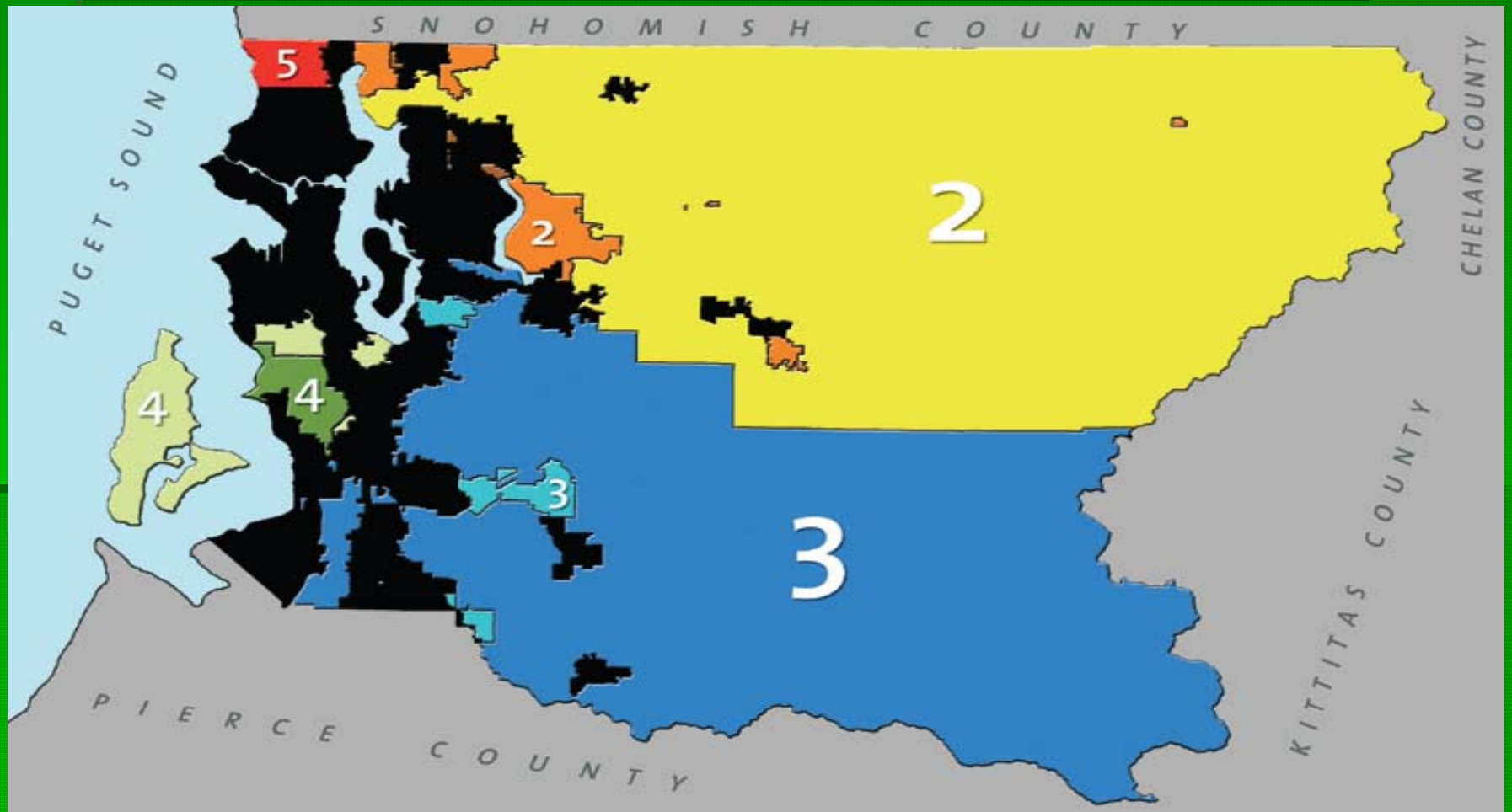
KCSO Core Values

- **LEADERSHIP:** We lead by example. We are respectful & effective.
- **INTEGRITY:** Public trust matters all the time. We are open, transparent and accountable.
- **SERVICE:** We are good stewards of taxpayer dollars. We treat people the right way.
- **TEAMWORK:** We fight crime constitutionally. Our managers develop & foster a strong team culture.
- **Keep these principles in mind for Oral Boards*

Where we are



KCSO Precincts



Precincts + Contracts

- **Headquarters** (Courthouse): Sheriff, Chief Deputy, Chiefs, Captains, & IIU
- Contract cities (11): Shoreline, Kenmore, Woodinville, Skykomish, Newcastle, Sammamish, Covington, Maple Valley, Beaux Arts Village, Burien & SeaTac
- Plus: Metro and Sound Transit, Muckleshoot

Pct 2: North

- From top of Lake Washington east to mountains, then south to I-90
- Includes: Woodinville, Skykomish & Sammamish

Pct 3: Southeast

- From I-90 south to Mt. Rainier, east to mountains
- Includes Newcastle, Beaux Arts, Maple Valley, Covington, Muckleshoot Tribe
- Largest in area

Pct 4: Southwest

- Burien & SeaTac
- Vashon Island, White Center & Skyway
- Busiest in number of calls/smallest in area

Pcts 5 & 6 + Sound Transit

- Shoreline/Kenmore = Precinct 5
- Metro Transit (buses) = Precinct 6
(buses, largest)
- Sound Transit = trains (newest, 2009)

Police Service Partnership



Serving Contract Cities since 1973

Is there a star in your future?

- KCSO has ~670 commissioned deputies and 410 non-commissioned employees.
- Non-commissioned positions include:
 - Communications Specialists (911), DATA
 - Evidence Technicians
 - Community Service Officers
 - AFIS Technicians, Records Unit
 - Photo Lab and IT Staff
 - Administrative
- Reserves – a stepping stone or no?

Current Openings

- 40 hired in 2013 (6 = lateral hires)
- 2014: 5 in each academy class through end of year, plus “as many laterals as possible”
- Mostly dependent on retirees
- Includes entry and lateral entry (currently 18 total open)
- Openings also dependent upon attrition, training failures, and terminations
- CJTC reserves at least 5 spots for KCSO hires per Academy class

2014 Wages (same as 2012)

- \$60,275 (start) - \$84,398 (after 5 years) + patrol/specialty unit, educational premiums + longevity. This includes + 5% increase on Jan 1, 2012
- Take home car after you complete Phase 3 (~\$6000)
 - off MPO monitoring (no more than 15 miles out of KC)
- Ballistic vest, duty belt, uniforms, boots & equipment are provided
- Overtime in pay or comp time
- Option to participate in deferred compensation save up to \$16,500 tax-free (deferred)/year
- What will our wages be ? =TBD

Benefits package for 2014

- **Medical**: Choice of **AETNA**

- Single: \$50 (gold)/vs. \$600 (silver) annual deductible,
- Family: \$150 (gold)/vs. \$1800 (silver), then 10%/vs. 20%
 - no co-pay
 - \$7-\$12 prescriptions

- **or... GROUP HEALTH**

- Gold: No deductible/coinsurance, \$7/vs. \$20 co-pay (silver), \$5/vs. \$10 prescriptions

- Wellness assessment & complete action plan for GOLD

Dental and vision are covered for you & your dependents

- Retirement (LEOFF-2): <http://drs.wa.gov> (8.5%)

We are one of the State's highest paid agencies (total compensation)

A day in the field....

- Work week (5/2, 5/3) / 8-hour shifts
- Shifts: 0600-1400 – DAYS
 1400-2200 -- SWINGS
 2200-0600 -- GRAVES
- 4/10's: Shoreline, Kenmore, Woodinville, Newcastle, Metro and Sound Transit (fixed and rotating)
- Discussion of all going to rotating 4/10s

Qualifications & Disqualifiers

- U.S. Citizen or naturalized
- 20 to apply, age 21 when hired; no upper age limit
- Read, speak and write English fluently
- High School diploma or GED
- WA State driver's license (or can obtain)
- See full list of Automatic Disqualifiers on web page – recently updated 12/2013: (marijuana)
- What may disqualify you: drugs, crimes, driving, domestic violence, dishonorable military discharge. Includes dismissed & expunged records.

KCSO Hiring Process

- Written exam and physical test
- Complete & screen PHS (DQ's)
- Oral Boards
- Background investigation
- Captain's interview (Conditional Offer)
- Polygraph test
- Psychological exam
- Medical exam
- Final Offer

Timeline of hire = 8-12 months

NTN Written Exam

www.nationaltestingnetwork.com

- Administered by National Testing Network (NTN)
- Video-based scenarios (46)—scored
 - A score of 79.5% is needed to move forward to secure OB
 - Laterals: 75%
 - 10 seconds to answer; average score is 72.5%
- Reading —70% min to pass; 30 blanks [pass/fail]
- Writing (video: 2-parts)—70% min; [pass/fail]
 - Report writing then 15 multiple choice based on your report
- \$~40 (one agency); \$ to add
- \$23 for 6 video test sample questions, plus practice report writing test @ www.frontlinetest.com
- Entire written takes 2 ½ hours; w/PAT ~4 hours

Written Test (cont'd)

- Video segment rates in following areas:
 - Judgment
 - Human interaction
 - Calm response to provocation
 - Unbiased enforcement
 - Ethics
 - Handling authority
 - Gaining cooperation
 - Observation & analysis
- No way to study: common sense / how you reason
- Do NOT read into the scenario, answer from the heart NOT by what you think we are looking for ! Do not over-analyze !
- Scores valid for 1 year
- Re-test? No Boards for entry scores <79.5% since 2013
- If sending scores to KCSO after the fact—contact NTN Cust. Svc

TEST DATES

- NTN Test Dates:

www.nationaltestingnetwork.com

Weekly: Wed, Fri, Sat (2x day)— Everett, WA

Testing also: Tacoma, WA; Yakima, WA; Kennewick, WA; Olympia, WA; Salem, OR; Phoenix, AZ; No. CA (written only); Columbus, OH (quarterly PAT), plus monthly at WSCJTC.

Physical test

- 300 meter sprint
- Push-ups
- Sit-ups
- 1.5 mile run/walk

Physical Test

- 300 meter sprint
 - 56 seconds = 50 points
 - Must do in 71 seconds = 30 points
- Push-ups (untimed)
 - 4" foam block, rest UP position, body in straight line, feet together or up to 12" apart
 - 35 maximum = 50 points
 - 21 minimum = 30 points

Physical Test (cont'd)

- Sit-ups (1 minute)
 - Knees 90 degree angle, fingers interlocked behind head, elbows to knees, rest UP position. No arching or bucking
 - 38 maximum = 50 points
 - 30 minimum = 30 points
- 1.5 mile run/walk
 - 13.35 minutes = 50 points
 - Must complete in 14.31 minutes = 30 points

160 points required to pass, 200 point maximum
(video)

Physical test (cont'd)

- No extra credit for scores over max rate
- Dress appropriately for comfort and weather
- Headphones/Ipods are NOT permitted
- Can re-test PAT anytime if passed written test
 - 6-mo wait if fail any part of written
- You will have to pass the same physical test again prior to entering the academy, so STAY IN SHAPE!
- Repeat:you must STAY IN SHAPE!

Background Packet

(eSOPH Invite -- >79.5% on NTN video)

- Electronically sent to those who pass NTN test (eSOPH), along with references/other forms (not sent to those < 79.5%; Laterals: 75%)
- We do not use nor see the NTN questionnaire
- Must be completed to continue in process (honesty!)
- Review for completeness before submitting (ESSAYS!)
- If answer=YES, then explanation needed

Background Packet (cont'd)

- Once submitted, information will be screened for any DQ's (listed on KCSO & NTN site). A message is sent when screened.
- A deferment is not a conviction
- Those who successfully pass this phase will be considered for Oral Boards
- Re-test? What is your NTN video score?
- Check you "junk" email folder
- Address/phone changes? Keep us and NTN updated!

Helpful Hints

- Address people by title/sir/ma'am until told otherwise
- Arrive at every appointment at least 15 minutes early
- Grooming/Dress: no jeans, t-shirts, baseball caps
Remove any piercings (except ladies' appropriate sized earrings)
Trimmed mustaches OK. No beards/goatees or long sideburns.
No tattoos above neck or on hands; any tattoo, branding or piercing must be located in an area which can be covered with a department uniform, business attire, or your hair.
- Leave toys in the car
- Park in a garage or parking lot or take Metro or ST.
Know about your appointment...
- Outgoing phone calls (spell name on VM, repeat #)
- Your VM message (ID yourself or number); VM set-up?
- Emails: formal / what the address says about you

Oral Boards

- March 18-20, then every other month (based on video score)
- Interview with a 3-person panel (Dep., Det., or Sgt)
- ~20 questions (the second half of your score)
- 8 criteria:
 - Background
 - Communication skills
 - Community involvement
 - Experience
 - Integrity
 - Interpersonal skills
 - Motivation
 - Problem solving
- NTN Video & OB scores determine your ranking

Oral Boards

- This is a *formal* interview – dress appropriately
- The panelists want to get to know you. Don't be afraid to talk about yourself or explain your answers based on your experience.
- Listen carefully and answer completely (multi-part questions)
- It's OK to ask the panelists to repeat the question. They may ask follow-up questions.
- Be mindful of your posture
- SELL yourself!

Oral Boards

- Essay will be graded and interview timed (new)
- What do you know about KCSO? Why LE?
 - Why KCSO?
- Any special skills or experience?
 - What do you do well/how can you improve?
- Have you considered all aspects of job?
- What is the most common sense response?
- Be honest and open regarding your past!
- FIRST IMPRESSIONS MATTER
- Search “Police Link tricky” = question sampling

Oral Board/Eligibility Lists

- Who gets one and when? (scores and testing date) 4-5 weeks notice
- NTN video + OB score (+Vet points) = rank on list
- Veteran's preference points – bring DD214 to OB
- Civil Service emails results within 2 weeks of the Board including your total score and placement on the “CSEL”.
- Should you opt for better placement?
 - Test again after 6 mos.-NTN scores valid for 1 year (lateral hires have separate list)

Background Investigation

- The longest part of the process...
- Looks at your stability, maturity, ability and reliability
- We will contact your 6 references as well as your current and past employers
- Credit issues: bankruptcy, re-possession, collection agencies, garnished wages, bad checks, income tax issues, foreclosures
- Social networking (Facebook) pages
- **Wonderlic exam: cognitive ability test: aptitude for learning and problem solving (Google it)
- *Currently only processing candidates~top 20% of list

Mentoring Program

- Pass the OB and your total score is top 15-20%, (plus laterals)
- Participation is voluntary on both parts
- Pairs candidates with established deputies, detectives or sergeants
- Provides confidential resource and sounding board throughout the hiring process
- Mentors are NOT evaluators nor snitches
- Mentors will facilitate ride-alongs
- Mentor stays with you through PTO

Captain's Interview

- *Formal* interview – dress appropriately
- One-on-one question/answer
- B/G detective present
- Any red flags in your background will be addressed again

Upon successful completion of the background investigation and Captain's interview, you will be given a conditional offer of employment.

Polygraph Test

- Business casual dress
- Plan for two hours – you're only "hooked up" for about 20 minutes (yes/no answers)
- Initial interview will cover all questions previously answered in the background packet, as well as any red flags that may have arisen during the course of the background investigation
- If you are going to breakdown and "come clean" – now is the time (but it's a little late!)
- There are no surprise questions!

Polygraph (cont'd)

- Get sleep—do not OD on caffeine
- Do not minimize (# times/how long ago)
- Do not use web sites to beat the poly
- Pass vs. fail vs. inconclusive
- You will know before you go (16-20% fail the poly)... “If you had only disclosed...”
- Honesty – Honesty - Honesty

Psychological Exam

- Allow 3 hours (business casual)
- Written test – 600 bubbles
- Appointment with a clinical psychologist
- We will not challenge the results of the psych exam!

Medical Exam

- Administered by U.S.HealthWorks – 5 locations
- Basic health and fitness for duty
 - Blood work, including drug test
 - Cardiac Stress Test (on a treadmill)
 - X-rays
 - Vision & hearing tests
- If you feel you have a condition that may cause you to fail this exam, contact HealthWorks: 206-624-3651
- Again, we will not challenge the doctor's findings.

One more time ...

- Within the week prior to entering WSCJTC, you repeat @ the Academy:
 - 300 meter sprint
 - push-ups
 - sit-ups

.... and the 1.5 mile run/walk

If you do not pass, you will likely NOT be hired...you MUST stay in shape!

Congratulations!

You are offered the job!

Throw yourself a party, then it's
Academy time.

KCSO Training Program Overview

- \$You are on the payroll (\$60,275/yr)
- Pre-BLEA – 1 week
- Phase 1: Basic Law Enforcement Academy @ CJTC -- (4 ½ months)
- Post-BLEA Training -- (1 month)
- Phase 2: Field Training Program – 15 weeks, the Reno model, adult-based learning (**www.PSPBL.com**)

Pre-BLEA, 1 week

- Academy review
- Stress Management/Study Skills
- Guild
- 3-day Glock School
- Computer issues
- PAT: Peer Assistance Team

The Academy, 4 ½ months

- Taught using PTO Model
- Washington State Criminal Justice Training Commission (WSCJTC) in Burien, WA --“CJTC”
- Classes of 30-35, all agencies
- 720 hours of training in areas including criminal law, patrol procedures, traffic enforcement, defensive tactics, crisis intervention, emergency vehicle operations, firearms, criminal investigations, and OC spray day
- EVOC in Shelton, WA (3-4 days)
 - KCSO does *not* provide housing during the academy and you cannot self-sponsor.

WSCJTC Start/End Dates

- March 25 – July 30, 2014
- May 28 – October 2, 2014
- July 9 – November 13, 2014
- July 31 – December 9, 2014
- Sept 3 – January 14, 2015
- Oct 7 – February 19, 2015
- November 8 – April 1, 2015
- *<https://fortress.wa.gov/cjtc/www/>*

Post-BLEA, 1 month

- 1 month following academy graduation is a formal, but fun day
- Choose the PCT for PTO
- Lays the foundation of KCSO policies & procedures:
 - PTO program overview, expectations/journaling
 - Paperwork system
 - Computer reporting system/basic report writing
 - Shotgun and taser training
 - EVOC/pursuit policy
 - Radio procedure/mock dispatched calls/orientation

PTO (Field Training)=Phase 2

www.pspbl.com , "Howard Gardner's *Multiple Intelligence Theory*", "Reno Model PTO"

- Provides new deputies hands-on training under constant, direct supervision (15 weeks long)
- Expectations of new deputy gradually increase
- Problem-based learning w/4 phases:
 - Non-emergency
 - Criminal Investigations, then Mid-term
 - Emergency
 - Patrol Activities, then Final exam
- Self-directed vs. behavior modification – teaches you how to learn. What type of learner are you? Emphasizes critical thinking / reinforces problem solving skills.
- Probation starts day 1 of PTO

PTO Results

- A more educated officer
 - A more analytical officer
 - A better communicator
 - Empower citizens to work with you
-
- KCSO reputation (7% vs. 50%)

Skills to develop/improve

- www.popcenter.org - problem oriented/community policing
- Multi-tasking: face-to-face contacts, radio, surroundings, driving
- Geography
- Dealings w/a variety of personalities
- Officer presence—can you sometimes be a person you're not?
- Report writing: elements of the crime, relay the story, English, grammar/report writing skills
- Officer safety

Complete PTO = Phase 3

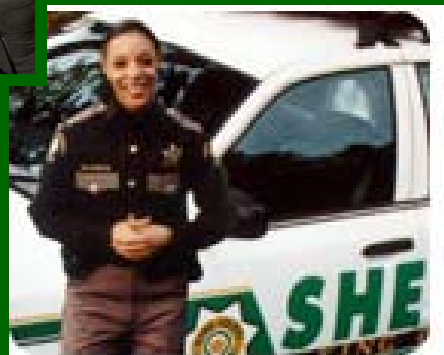
Congratulations....

You drive alone

You will be issued your take-home car after completion of Phase 3 (one year from start of PTO)

This is when you are monitored by an MPO
(Laterals=car issued when PTO is completed)

What is YOUR career path?



How will you wear your star? the possibilities are endless.....

- Patrol (rural/urban, contract/unincorporated)
- SRO, Traffic, Field Training Deputy [3]
- Investigations (Burglary/Larceny, Check/Fraud, Warrants/Fugitives, SAU, Major Crimes, undercover/plain clothes, Civil Process [3-5])
- Specialty Units: (SWAT [4], Marine[4], K9[4], Air[3], Bomb Disposal [3], MARR, Metro 'Bees' [3], hostage negotiation, Search & Rescue)
- Can't decide? ARFF: Air Rescue Fire Fighting
- Promotional opportunities (Sgt's test after 5 yrs)
 - Start: \$93,653 & after 18 months: \$101,964 = 2012 rates

Have you considered all aspects of the job?

- Suicidal, mentally disturbed, homeless, drunk & deceased people. Crimes involving kids/elderly, domestic assaults, overdoses, collisions. Adrenaline surges. Get your buttons pushed: “Rivieri power trip”
- Driving 6-8 hours/day, shift work & holidays, documenting everything you do, being accountable on & off duty.
- This is a fun, exciting and rewarding, BUT inherently dangerous career—kill or be killed ---
- You CAN make a difference in others' lives!
- Motivated? Inspired? Or...?
- We welcome your application!

What can you do now?

- Research agencies
- Prepare for OBs (ammo supplied tonight)
- Practice the phonetic alphabet
 - (adam, boy, charlie, david, edward, frank...)
- Look at the geography where you want to work
- Talk to LE personnel
- Ride-alongs
- Google 'RCW' (WA law)-lots to memorize

Questions?

The website to get you started:

www.kingcountysheriffjobs.com

Dep. Dave Palus, Recruiter
david.palus@kingcounty.gov

206-255-8764 cell

Handout/freebies

Sign-in sheet?

Good luck on Oral Boards!